

Inclusive LEADERSHIP

Practical Ways to Cultivate
Inclusion & Build a Better Team™

Erik ROGER



Inclusive Leadership Essentials



- 1 It is a CULTURE thing.
Culture is about collective behavior
- 2 Leaders need to act on
individuals, team and hiring/promoting
- 3 Start anywhere, go everywhere

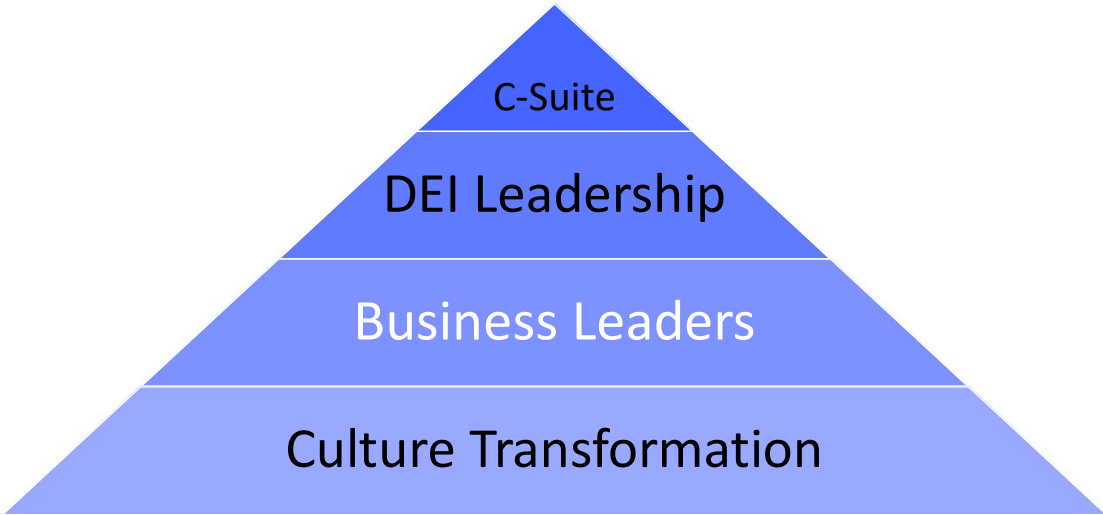


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It's a CULTURE thing



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Business Leaders' CHALLENGE



Leaders **don't know**
what to do in the flow
of their daily work to
lead inclusively.

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Inclusion Matters



McKinsey
& Company

Diversity
wins

How inclusion matters

May 2020





<https://ap.lc/Y8JtS>

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Inclusion Matters



52%

Positive on
Diversity

29%

Positive on
Inclusion

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Hiring diverse talent isn't enough;
it's the **workplace experience** that shapes
whether people remain and thrive.



What does it mean to be inclusive?

Encouraging others
to **be authentic** and **contribute**
based on their unique perspectives, experience
and abilities.

Teams with inclusive leaders are...



17%

more likely to
report that they
are high
performing

20%

more likely to
say they make
high-quality
decisions

29%

more likely to
report behaving
collaboratively

Bourke, Juliet and Andrea Titus. "Why Inclusive Leaders Are Good for Organizations, and How to Become One." *Harvard Business Review*.

Your culture
will only be as inclusive as your actions

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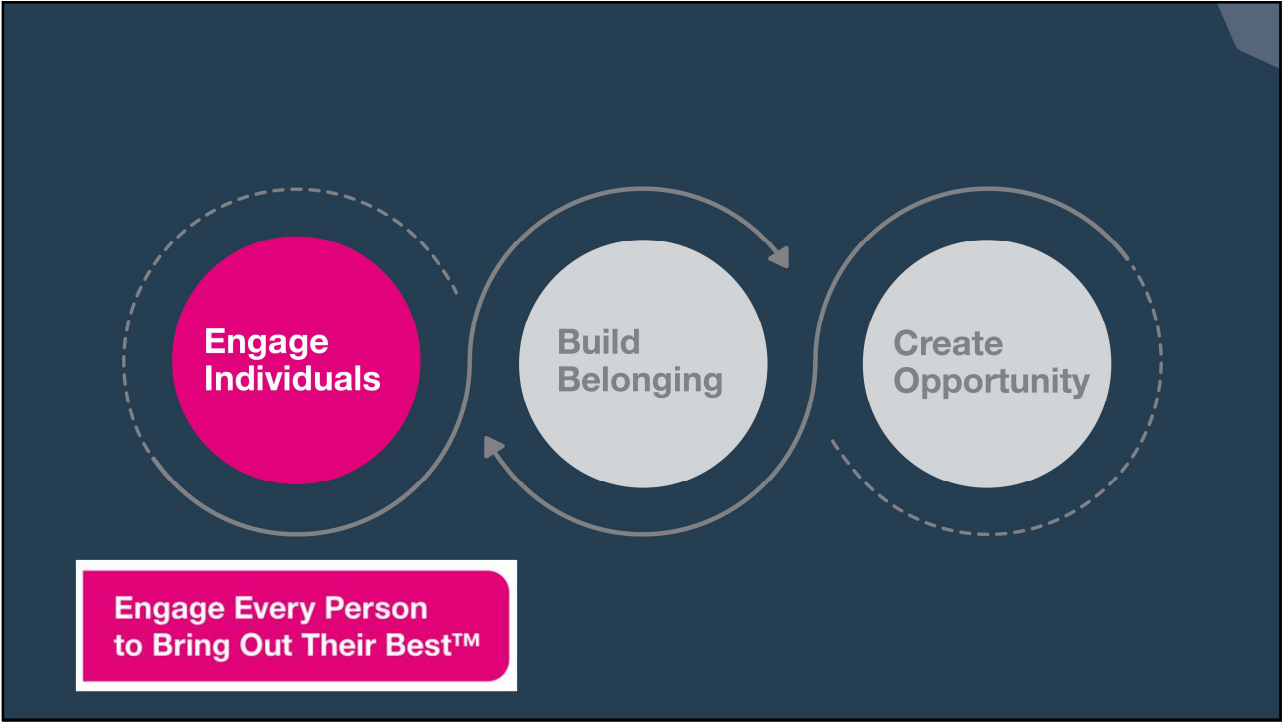


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ENGAGE EVERY PERSON

The Big Idea

Inclusive leaders adapt how they engage each person in response to that person’s specific circumstances.

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Connect
to build understanding.

Engage
Individuals

Build
Belonging

Create
Opportunity

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Support
to build capability.

Engage
Individuals

Build
Belonging

Create
Opportunity

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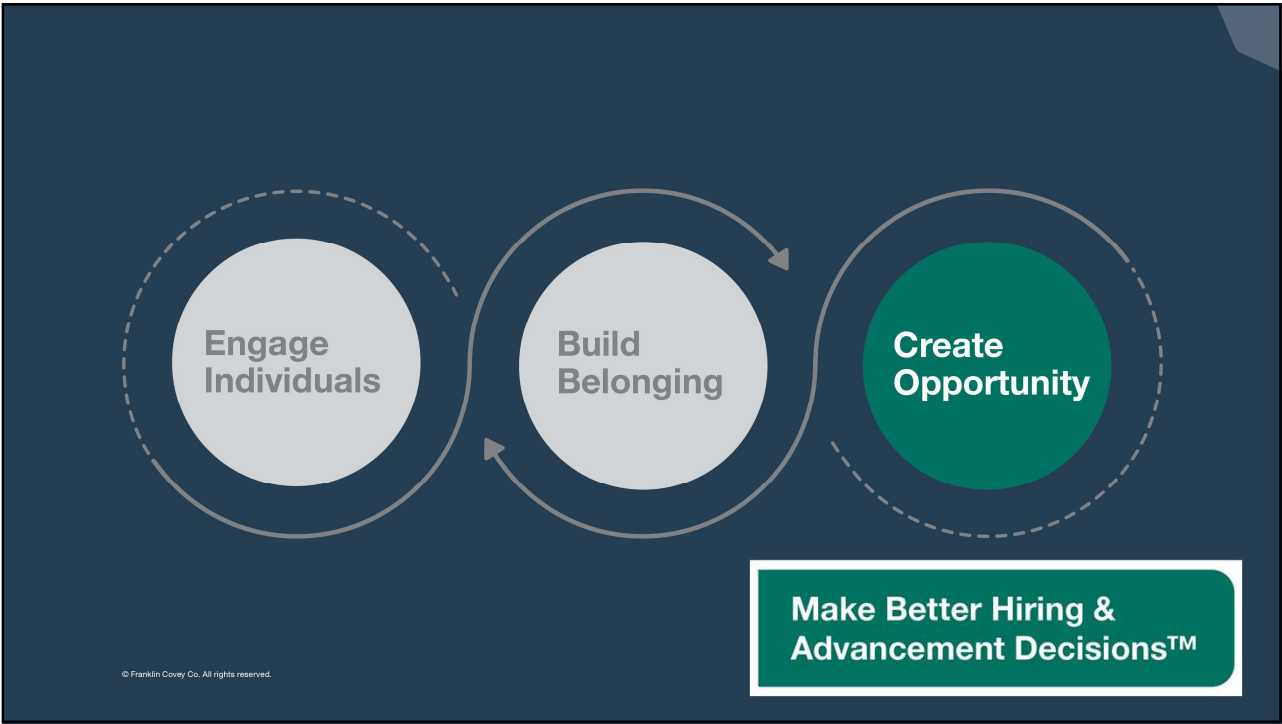
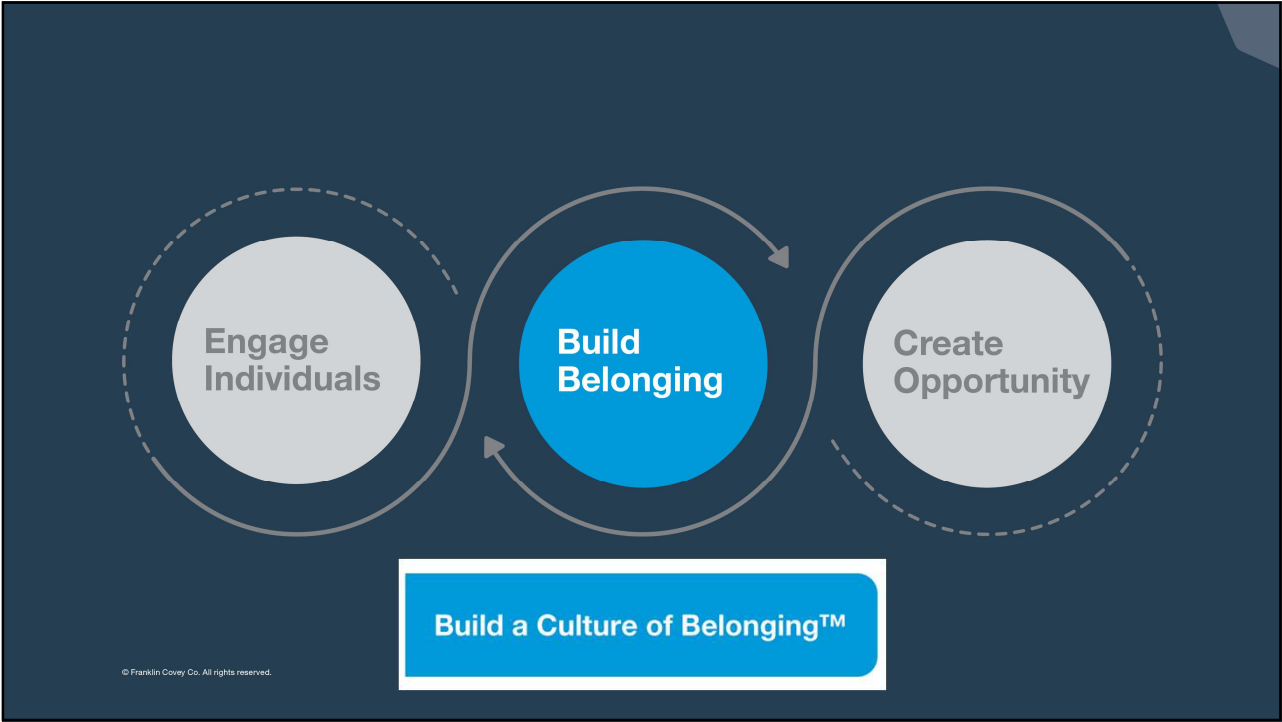
Advocate
to make visible.

Engage
Individuals

Build
Belonging

Create
Opportunity

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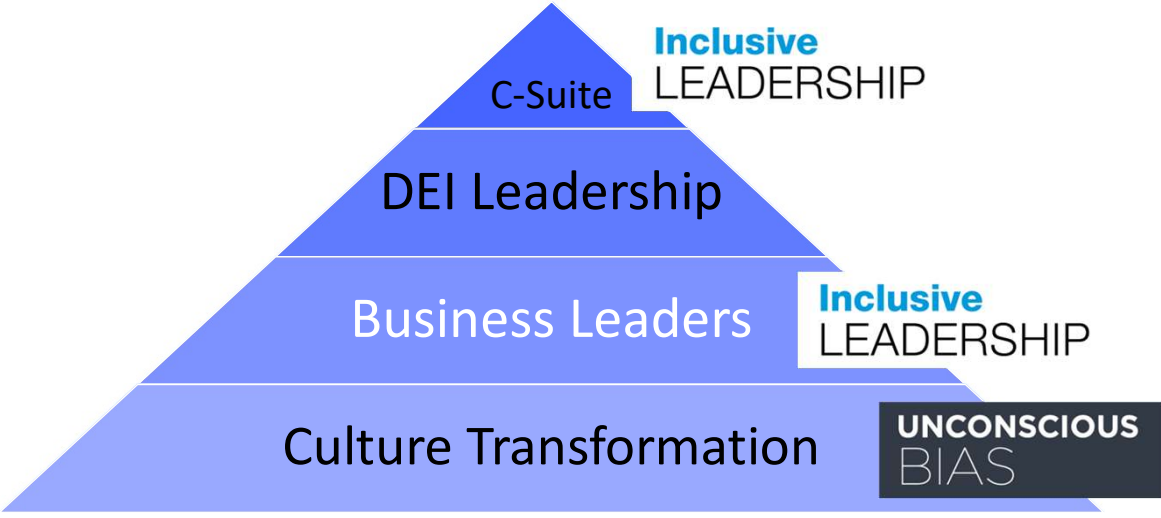
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Start Anywhere, Go Everywhere



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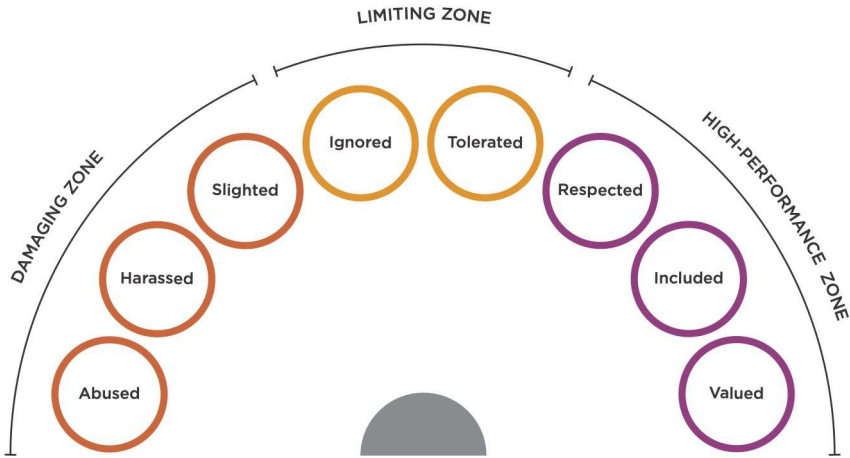


UNCONSCIOUS BIAS

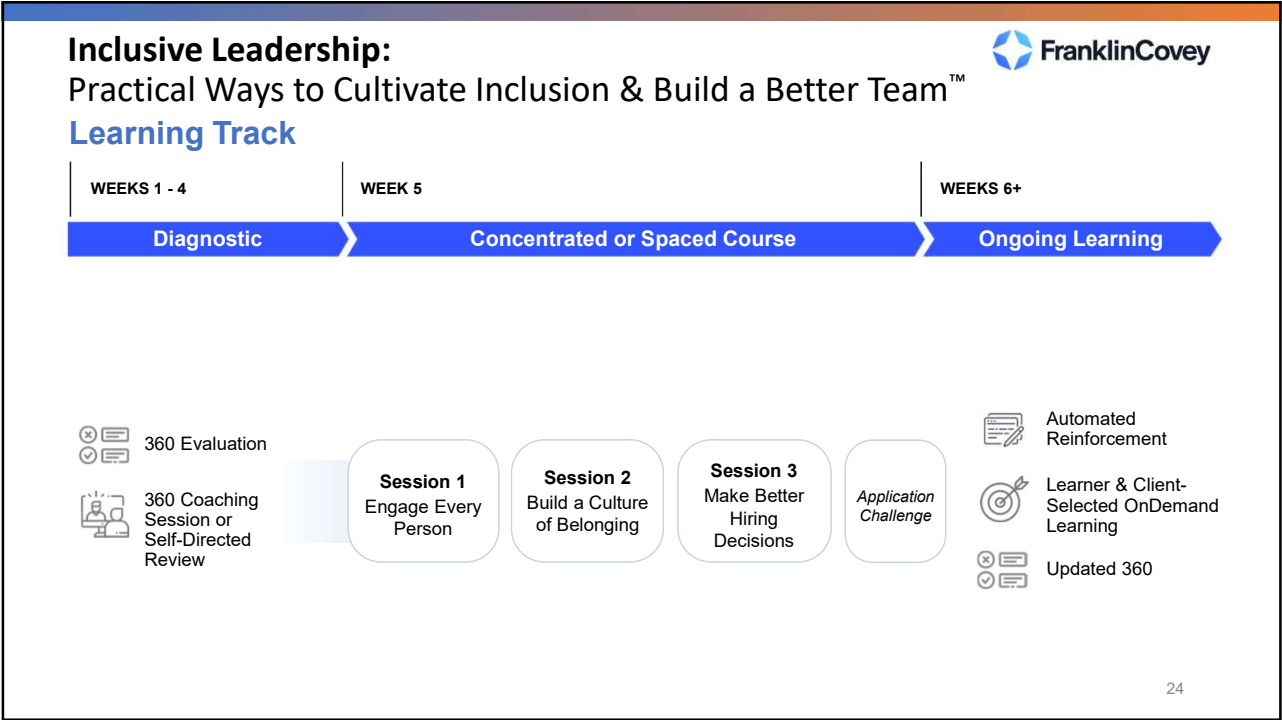
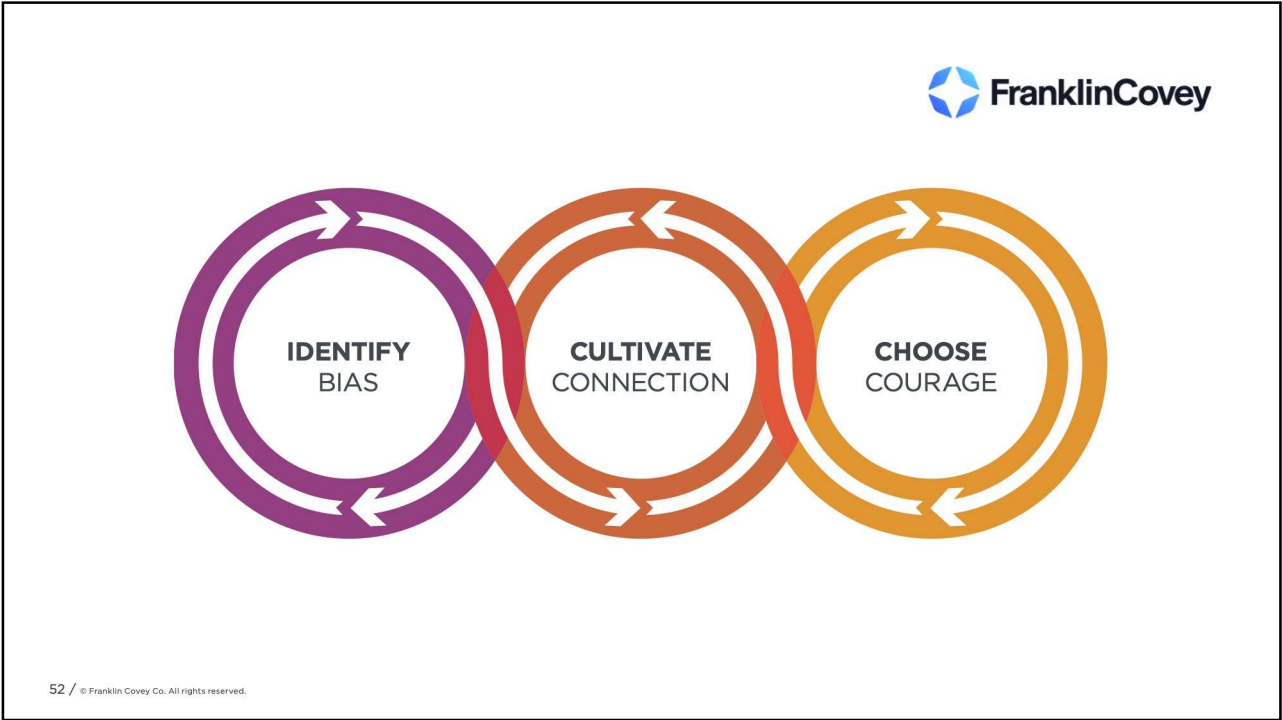
Understanding Bias to Unleash Potential™

Impact of Behaviors





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Case : International High Tech – Flanders

20x 2h live-online sessions
(bi-weekly)

Live-online, e-learning, assignments,
reinforcement coaching

The 4 Essential Roles of Leadership
Leading at the Speed of Trust
Inclusive Leadership



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Case : Chemicals – Antwerp

2+1+2+1 Days Live Workshop

Peer Coaching, Reinforcement Coaching,
Learning Library

The 6 Critical Practices for Leading A Team
Execute Your Strategy
Multipliers + Inclusive Leadership



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Cultivate Inclusion

Live-online event

14/02 10:30-12:00

